

A photograph of a classroom with several young children in school uniforms. In the foreground, a boy is focused on a pink tablet. Behind him, another boy is writing with a blue marker. The background is slightly blurred, showing other students and colorful posters on the wall.

SeeBeyondBorders  
Change begins with education

SeeBeyondBorders Australia

# ANNUAL REPORT

2022-2023



The background of the entire page is a photograph of a tropical landscape. In the foreground, there is a field of tall, dry, golden-brown grass. In the middle ground, a line of tall palm trees stands against a blue sky filled with large, white, fluffy clouds. The palm trees have green fronds and some have brown, dried fronds hanging down. The sky is a mix of light blue and white, with the clouds being quite large and prominent.

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# WELCOME FROM...

## Chief Executive, Australia

As we reflect on this past year, it's with immense gratitude and pride that I address you in this Annual Report. It's been a remarkable year, marked by extraordinary achievements and unwavering support, a testament to the collective effort of our dedicated community.

Our longstanding corporate supporters including SHAPE, Tribeca, and Macquarie Group - have been pillars of strength, contributing significantly to our success. We are equally grateful for the generosity of our individual supporters, foundations (including Stewart Investors), allies (including Rotary), committees and board members, whose commitment has been a driving force in our success.

This year, we were thrilled to welcome new donors as we launched innovative fundraising initiatives that not only raised funds but also expanded our reach and heightened awareness of SeeBeyondBorders across Australia.

We also deepened our engagement with the development sector in Australia, including ACFID and DFAT, and we witnessed a significant boost through increased ANCP funding. These partnerships have been instrumental in amplifying our impact.

Our close connection with the team in Cambodia remains the heart of our work. We are committed to fostering systemic and sustainable changes in Cambodian education through locally led development. Our journey so far reinforces our belief that together, we can make a lasting difference.

As we look ahead, we are buoyed by the immense potential of our charity. The collaboration between all our international teams has been pivotal in bringing our mission into sharper focus, steering our efforts and shaping our future direction.

Thank you for being a part of this incredible journey. Your support fuels our mission, and together, we are making transformative strides towards a brighter future for Cambodian education.

*Sally Miles*

## Board Chair, Australia

What another fabulous year it has been at SeeBeyondBorders!

Coming off the changes from last year and re-opening of schools in Cambodia the teams have been working hard to re-establish activities and refresh our approach. This includes the Board in Australia too.

We are excited to welcome three new Directors this year, who bring a wealth of experience to the Board. Louise Foodey – previously CFO – has come on board with her extensive financial experience and knowledge of SeeBeyondBorders. Owain Hughes brings a strong background of building governance capacity in developing nations and solid financial acumen. Rosemary Hotten brings an outcome focused approach to setting strategy at senior governance levels. We are so lucky to have these three new people on our Board in addition to our incredible long-standing Board members including John Friend-Pereira and Priscilla Chang. As we proceed into the future of SeeBeyondBorders, the Board's skills and insights will be essential in establishing the capacity and structures for a local Cambodian branch as part of our International Alliance.

The Australian team has been hard at work with a number of successful and enjoyable events, building strong relationships with partners and piloting innovative approaches to growing our support. SeeBeyondBorders Australia is so fortunate to have the support of so many volunteers, partners, supporters and of course our incredible staff who have made these achievements possible and are key to the shining future ahead.

*Penny Everitt*

## Senior Leadership Team, Cambodia

*Dear Friends and Supporters,*

Looking back over the last 12 months it is always surprising to reflect on how much can happen in a year. We would like to draw your attention to five particular areas of endeavour; literacy teaching, teacher-mentoring, Changemaker-capacity, Khmer teacher-identity research and localisation.

Our **Literacy** Project has been in operation since 2017. With double the number of children reaching Minimum Proficiency Levels (MPLs) compared with control schools, the impact on children's learning outcomes is clear. At the end of this reporting period, in conjunction with schools communities and the District Office of Education, we held a Literacy Inspires event in Ek Phnom. The active engagement of school communities in this project is powerful.

Perhaps the most significant milestone in this reporting period was the successful conclusion of our flagship **Embedding Mentoring** Project in Battambang. This project improved learning for over 3,700 children. Mentoring is perhaps what our organisation is best known for within the education sector in Cambodia and an area we will continue working in. We now look forward in the next year to implementing an adapted mentoring project in Siem Reap.

This year saw our first cohort of **Educational Changemakers** graduate. We held a ceremony in the Provincial Office of Education that will live long in our memories. We were particularly pleased to be joined on that day by teachers from Australia who were here as part of our Connect Project.

The **Professional Identity of Khmer Teachers (PIKT)** research project continued throughout this reporting period, with teacher observations, interviews and workshops conducted. PIKT is Collaborative Research Project that focuses on the tasks of building teacher professional identity: how teachers view themselves and how this may change over time. In this project we are collaborating with the Cambodian Ministry of Education, the Phnom Penh Teacher Education College and the National College of Ireland. Working with these larger, respected organisations is of increasing importance in enhancing our impact. It enables our organisation and our interventions to punch above our weight and create greater change than we alone can achieve independently.

Our phased **localisation and locally-led development** process continues. As we are strengthening local ownership both in Cambodia and in donor countries. During this reporting period we established the Cambodian Senior Leadership Team position of Managing Director, revised our organisational structures to ensure Cambodians fulfil all program management roles and submitted a registration application with the Cambodian Ministry of Interior.

As the Senior Leadership Team for the organisation, we want to acknowledge our colleagues in Cambodia and internationally. The work our staff does in schools energises us. Some of this engagement is seen and immediately visible. Other work in Finance, HR, IT, Fundraising, Governance and Compliance is often unseen but no less important to our ongoing success.

Finally to our supporters, thank you for taking the time to read this annual report and for investing in our work. Together we are doing something meaningful and special for the betterment of Cambodian education.

*Pov, Taing Im, Phath and Colm*





# THE YEAR IN REVIEW



**October 2022**

Cambodian Gala Feast brings supporters together in Melbourne

1



**December 2022**

Annual reflection meeting takes place in Battambang

2



**December 2022**

Fundraising Ambassador Carrington, raises funds yet again

3



**January 2023**

Cohort 1 of the Educational Changemakers graduate

4



**January 2023**

Australian teachers visit Cambodia through the Connect Program

5



**February 2023**

Inaugural PIKT workshop held in Battambang with teachers

6



**February 2023**

DFAT representative Paul Jenkins visits SeeBeyondBorders projects

7



**March 2023**

SHAPE Australia raise \$100,000 during soccer fundraiser

8



**May 2023**

Springvale Rotary Club members visit Battambang office

9



**June 2023**

Literacy Inspires celebration hosted with the community

10





# ABOUT SeeBeyondBorders

SeeBeyondBorders delivers access to quality teaching and learning in Cambodian Primary Schools. We are a UNESCO award-winning organisation that provides school teachers with quality, in-service professional development, supported by ongoing mentoring.

Over the past 14 years we have been implementing UN Sustainable Goal 4: Quality Education. In addition to Quality Teaching, we have three other focus areas: Engagement & Embedding, Partners, and Research & Advocacy. These recognise the importance of engaging local communities and government, to generate sustainable change.



## Vision

A generation of Cambodian school children empowered by education.



## Mission

SeeBeyondBorders provides access to quality teaching and learning at school.

## Values



### Changemaker

Our biggest priority is to create positive, systemic, and sustainable change in Cambodia. We are not just helping one or two communities – we are working to change the system so that quality education will become available for all and one day the assistance of SeeBeyondBorders in our current guise will no longer be needed.



### Competency

All of our programs are supported by knowledge and experience. Our team is made up of well trained professionals, who approach tasks with competency and skill. We are always working to share and build knowledge, learn from experience, and promote the idea of a two-way exchange with those we work with.



### Integrity

We strive to be totally transparent and learn from our mistakes. We seek to ensure that it is our shared vision alone that drives our work.



### Courage

It's not easy to challenge the status quo. But to build a better future for Cambodian children, our staff, our partners, and the communities we work with act with personal courage every day to stay the course in the face of adversity.



### Respect

Our actions are always founded on respect – for the teachers, students, and community members we work with, for our fellow team members and for our donors and supporters. We recognise the power we have in our representation of the communities we work with, and we only represent people in ways that are honest, respectful, and fully consensual.



We receive support from the Australian Government through their ANCP Program.

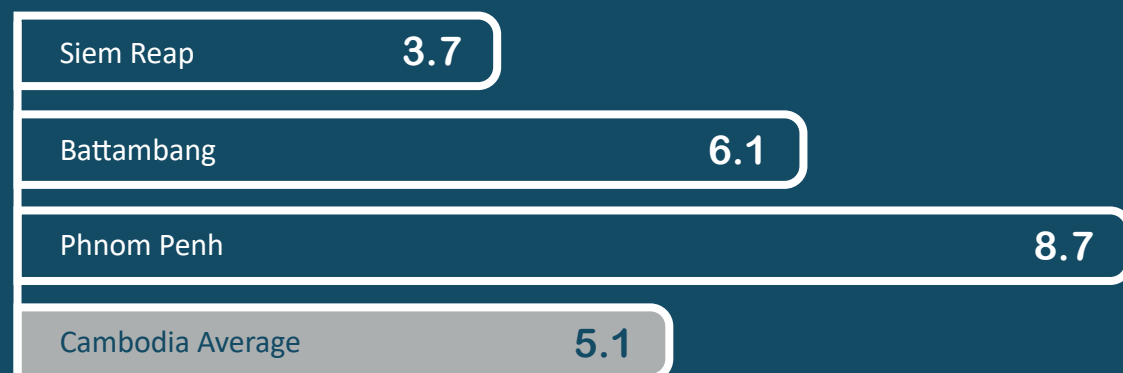


AUSTRALIAN COUNCIL FOR INTERNATIONAL DEVELOPMENT

We are committed to full adherence to the ACFID Code of Conduct.



# THE CHALLENGE



## Mean Years of Schooling in Cambodia

\* UNDP (19)

 Only **2.1%**

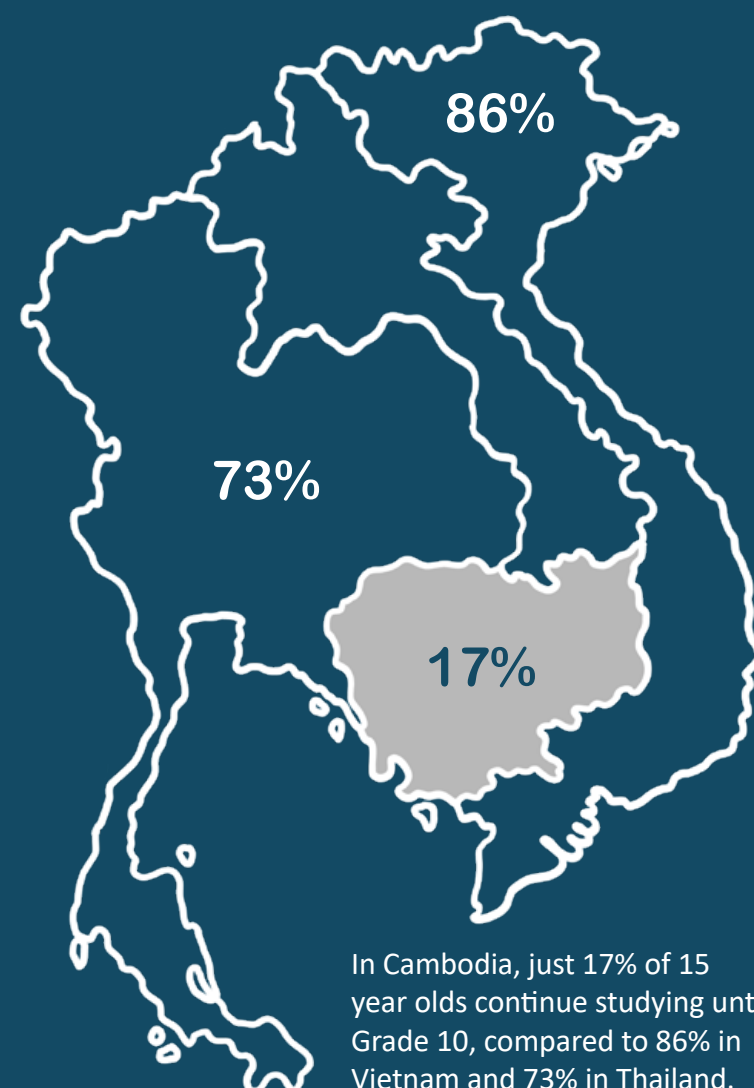
of children reach minimum learning standards

\* PISA-D (18)

 **90%**

of teachers were killed during the Cambodian Civil War

\* JSTOR (98)



In Cambodia, just 17% of 15 year olds continue studying until Grade 10, compared to 86% in Vietnam and 73% in Thailand.

\* PISA-D (18)

## WHAT WE DO

SeeBeyondBorders Cambodia runs interconnected programs in the Battambang District of Ek Phnom. Throughout this reporting period, the situation remained positive, with schools remaining open and children eager to learn. In excess of 3,700 children in 27 schools have benefited directly from the work of SeeBeyondBorders' programs in Cambodia this year.

SeeBeyondBorders strategy is to strengthen project effectiveness rather than focusing on quantity. It aims to become expert in implementing quality teaching and learning in primary education. In addition, it is focused on capacity building in the community and wider education sector in collaboration with the Ministry of Education, Youth and Sport. This will support the creation of sustainable systemic change within the public-school network.

### Quality Teaching Program

The Quality Teaching Program develops confident and competent communities of teachers committed to quality teaching and ongoing professional development. Our team works with Cambodian teachers developing best practice teaching methodologies. In order to improve their skills however, teachers need more than just workshops. They need ongoing support to ensure

that they are putting their learning into practice. In order to support this, SeeBeyondBorders Cambodia trains existing teachers to become mentors, so that they can guide fellow teachers to improve their performance.

Under the Quality Teaching Program, there are three projects including Literacy, Educational Technology, and Educational Changemaker projects.

### Systemic Capabilities

To ensure the sustainability of its interventions, SeeBeyondBorders Cambodia is continuing to build its relationship with the Ministry of Education, Youth and Sport services at district, provincial and national levels. It identifies opportunities for collaboration and work with the Department providing assistance and support

throughout, ensuring the sustainable and systemic development of the Cambodian education system. The importance of supporting Cambodian-led educational change for Cambodian teachers and children cannot be underestimated.

### Community Engagement

SeeBeyondBorders Cambodia works alongside teachers, families and communities to develop a shared understanding of child well-being and safety, identifying ways to keep children safe and build mutual

accountability. It supports teachers to develop their skill sets for managing large classes, whilst promoting inclusivity and placing child wellbeing at the centre of the learning process.





### Literacy Project

The goal of the Literacy Project is to improve the professional knowledge, practice and engagement of teachers teaching literacy. Improved teaching supports our ultimate aim to help children reach Minimum Proficiency Levels in literacy, appropriate to their grades. This year, six workshops were conducted, with a focus on peer mentoring, classroom culture and assessment for learning. Four community meetings also took place, allowing families to learn more about their children’s education, and ask any question they may have.

The Literacy Project has been active in Ek Phnom district for five years, with collaboration between the District Office of Education and five primary schools. Results

from data collected over the past year, show students within SeeBeyondBorders Cambodia’s participating schools, perform twice as well in Literacy. **Over 50% of students assessed reached Minimum Proficiency Levels in comparison to only 26% in control schools.**

Children in SeeBeyondBorders Cambodia’s programs can read and write effectively and independently as a result of consistent practice and a variety of teaching techniques. Teachers are also supported to use a variety of assessment techniques, to identify different areas of weakness and effectively support individual students to improve.



*“The program is truly impressive and beneficial. Children in this generation have the ability to write descriptively and creatively. The teaching method is very effective; which is why we get to see these great achievements.”*

**Family Member,**  
Literacy Project Student



*“Technology can be a powerful tool for learning, and I am glad to see teachers using it in innovative ways to create a more engaging and interactive learning environment for children.”*

**Lon Borey,**  
Ed. Tech Project Manager

### Educational Technology Project

Two years ago, SeeBeyondBorders Cambodia launched its new Educational Technology Project in a rural primary school in Ek Phnom District. **After a successful pilot, the project has continued to expand, now providing 52 teachers and 27 mentors with access to technology.** The project aims to build teaching capacity through the use of educational technology and digital resources. Teachers are provided with a tablet and a range of digital resources and lesson plans which they access through a learning management system called Moodle. Teachers display this content to the children in their class using a portable projector. The use of this technology allows SeeBeyondBorders Cambodia to provide better quality, more sustainable and environmentally friendly resources to teachers.

A focus of the Ed. Tech project has been to create a digital resource bank shared between all teachers, which to date holds over 550 digital teaching resources. This allows Ed. Tech to support other SeeBeyondBorders

Cambodia projects with resources for Literacy, Maths and Mentoring. This includes teaching and assessment resources for both Literacy and Maths, manuals, monitoring, evaluation and assessment forms. As a result, access to teaching materials is quicker and easier, allowing teachers to focus more on student learning rather than on preparing resources.

Throughout this reporting period, 13 workshops have been delivered to teachers, in addition to continued support and guidance throughout the year. A notable improvement in teacher competency has been observed with 80% of teachers within the project reaching Level 2- Competence in Ed. Tech skills. In early 2023, digital resources to teach maths were developed and provided to teachers along with workshops on how to use these effectively. These maths teaching resources are the first of their kind to be developed in Cambodia, and the aim is to explore ways of sharing these more widely in the future, benefitting teachers across Cambodia.

### Ed. Tech Project Extension

The decision was made to extend the Educational Technology Project for another two years. This has already allowed for the expansion of this project, providing tablets, projectors and resources to a greater number of teachers. Feedback from teachers, students and the District Office of Education in Ek Phnom has been overwhelmingly positive about this project, and we look forward to expanding it into more schools over the next two years, supporting teachers further to teach effectively with technology.







"The participants in Educational Changemakers Cohort 1 have demonstrated incredible transformation in their teaching skills, confidence and critical thinking, particularly in challenging traditional perspectives on women."

Phan Sreyphet,  
Changemaker Project Manager

## Educational Changemaker Project

Two years ago, SeeBeyondBorders Cambodia started its Educational Changemaker Graduate Project. This innovative program aligns with SDG 5 Gender Equality. Based in Battambang province, this is a two-year graduate project that enables Cambodian women to develop a toolkit to become future educational leaders. Changemakers passionate about making a difference in education within a supportive community, are given the opportunity to pursue this, within an environment that recognises the intrinsic value of women in leadership.

As part of the Changemaker Project, participants spend time in primary schools in Ek Phnom District, each with

a supervising teacher for support. While in classrooms, the Changemakers observe teaching methodologies and effective classroom management. They then gradually support the teacher more, leading lessons until they are able to independently teach a full week of lessons.

In January 2023, Cohort 1 of the Educational Changemaker Project completed their two-year project. **All participants graduated successfully and accepted positions with development organisations in Cambodia since then.** We look forward to continuing to follow their journey as they strive to make positive change in educational leadership in Cambodia.

"The Educational Changemaker Graduate Project encouraged and enabled me to think critically to make a positive impact. I have improved many of my skills and changed the way I think which will allow me to seek more opportunities in the future."

Dy Lida,  
Changemaker Cohort 1

### A Bright Future for Changemakers

After graduating from Cohort 1 of the Educational Changemaker Project in January this year, Dy Lida made the decision to support SeeBeyondBorders Cambodia with her new skills. Upon graduating,

Lida applied for the position of Teaching Development Officer with the organisation. She was accepted, allowing her to continue to impact the same communities she worked with as a changemaker, from her new role.



## Embedding Mentoring Project

Over the past two years, the Embedding Mentoring Project has been implemented in 27 schools throughout the Ek Phnom District. The project focuses on supporting the District Office of Education (DOE) in Ek Phnom to take ownership of the SeeBeyondBorders Cambodia's maths mentoring program. During this reporting period four workshops were provided, focusing on a variety of maths teaching techniques and how to effectively support teachers in delivering these.

In March 2023, the implementation of the Embedding Mentoring Project came to a close. Our work on mentoring has been a key focus for SeeBeyondBorders for a number of years, and has received consistently

positive feedback throughout. Throughout this reporting period, over 100 teachers have been directly supported by 34 mentors and 14 master mentors. **This has improved learning for tens of thousands of children and will continue to be implemented in a different format going forward.**

This support system and focus on effective teaching methodologies for maths have significantly improved the quality of student learning. Data collected throughout the period of implementation of the Embedding Mentoring Project in Ek Phnom, shows students make a notable improvement over a single academic year.

"The Embedding Mentoring Project has made significant progress over the past few years. We support teachers closely, observing them, mentoring them and strengthening their teaching capacity. This allows them to teach more effectively."

Hun Dara,  
Ek Phnom DOE Deputy Director







# IMPACT: WHERE WE WORK

 **107**  
teachers

 **3,730**  
children

 **27**  
schools

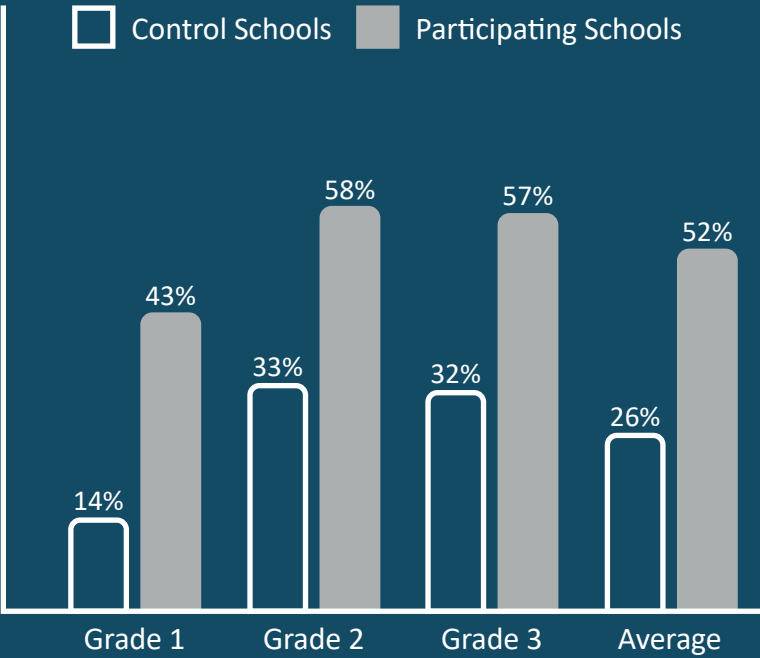
 **48**  
mentors



Our interventions have focused on the district of Ek Phnom this year, where all projects currently operate. With a focus on multiple active projects within a single district, this underpins systemic change- working with the DOE to embed systems and processes they can continue to implement, without direct support from SeeBeyondBorders.

## MPL Literacy Student Assesment Results 2022

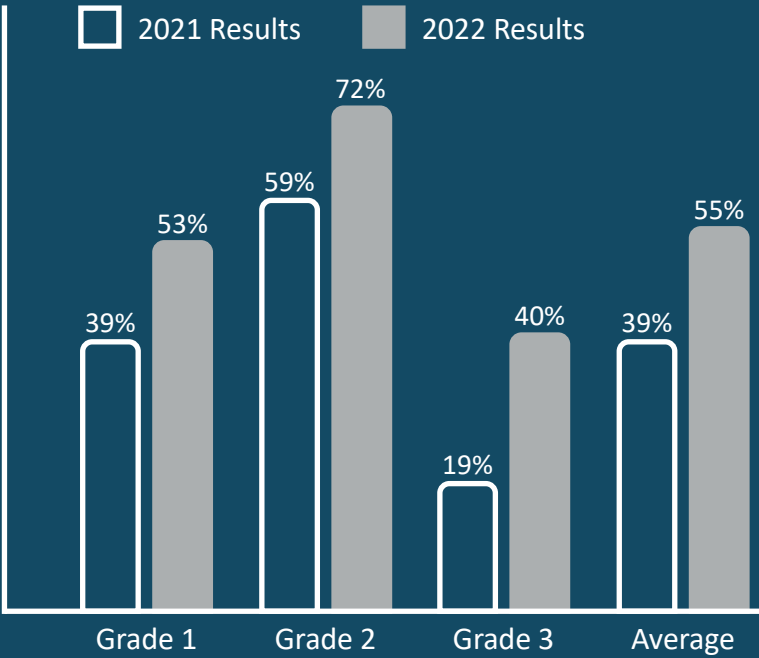
 Control Schools    Participating Schools



Assessments were conducted twice in the last academic year with students in Ek Phnom District. 52% of Grade 1-3 children reached Minimum Proficiency Levels in literacy compared to only 26% in control schools- showing the impact SeeBeyondBorders programs have.

## MPL Maths Student Assesment Results 2022

 2021 Results    2022 Results



Assessments were conducted both at the beginning and end of the academic year, with 55% of Grade 1-3 children reaching Minimum Proficiency Levels in maths compared to only 39% at the beginning of the year. This is a notable improvement, and something we expect to see continue to increase.



# TRANSPARENCY

We care deeply about transparency, learning from our experiences and sharing both the achievements and the challenges we face in our programs. SeeBeyondBorders is committed to providing detailed information to partners and stakeholders about all aspects of our organisation and our activities, and to complying in full with all regulatory requirements.

In the interests of providing full disclosure about the organisation, its finances, programs and activities, we include a range of published documents and reports on our website. Should you be interested in further information, please contact us. Below we have listed some key data from the past five financial years. The recent COVID-19 pandemic had a significant impact on both education in Cambodia and our work, and we look forward to seeing an increased impact from our work as we begin to support new districts throughout the next financial year.

	2022/23 TOTAL	2021/22 TOTAL	2020/21 TOTAL	2019/20 TOTAL	2018/19 TOTAL
Total Schools	27	27	36	81	81
Teachers in our Programs	107	102	150	390	410
Mentors and Master Mentors	48	49	44	128	128
Children Impacted	3,730	3,586	3,696	10,056	11,756

## Sector Engagement

This year, SeeBeyondBorders engaged with the development sector in Australia through leading organisations such as the Australian Council for International Development (ACFID) and the Department of Foreign Affairs and Trade (DFAT) the Australian NGO Cooperation Program (ANCP). We actively participated in many consultations on reviewing the ACFID Code of Conduct and refreshing the ANCP Program criteria and funding. Sally Miles, Chief Executive Australia, attended and spoke at the ANCP Conference in Canberra and sits on the Steering Committee for ACFID’s ANCP Community of Practice. Many of the SeeBeyondBorders’ team across Australia and Cambodia participated in DFAT’s Learning Agenda activities and various sector webinars and meetings throughout the year. Being part of a professional community of development practitioners and highly skilled partners enriches our organisation and drives our mission and vision further.





# FINANCIAL INFORMATION

## Financial Structure

The SeeBeyondBorders Australia organisation comprises an Australian office, which maintains overall financial control of the Australian organisation, and SeeBeyondBorders Cambodia which is a branch of the Australian entity and implements the programs to achieve the charitable objectives of the organisation. SeeBeyondBorders UK and SeeBeyondBorders Ireland are two separate legal entities which focus on fundraising for SeeBeyondBorders programs in Cambodia and managing the distribution of these funds. SeeBeyondBorders UK and SeeBeyondBorders Ireland will publish their respective annual reports in the coming months.

**SeeBeyondBorders Australia** is an ACFID compliant charity registered with the Australian Charities and

Not-for-Profit Commission (ACNC). Donations are made directly to SeeBeyondBorders Australia Overseas Aid Relief Fund (DGR 1 Status). SeeBeyondBorders Australia is governed by a Board of Directors. Management accountability is delegated to the CEO, supported by sub committees offering professional expertise to support project and organisational needs.

**SeeBeyondBorders** is a registered foreign non-government organisation in Cambodia. It is a branch of the Australian legal entity. Program management and project implementation is carried out in Cambodia by SeeBeyondBorders Cambodia as registered with the Ministry of Foreign Affairs and International Cooperation.

## Finance Overview

The 2023 financial year saw a significant improvement as Australia and the rest of the world recovered from the financial impacts of the pandemic in previous years. This was reflected through increased fundraising income in Australia and overseas. SeeBeyondBorders Cambodia also increased investment in education as schools returned fully to the classroom.

From July 1 2022 to June 30 2023, **SeeBeyondBorders Australia raised a total of AUD \$783,456 which represented an increase of 49% on the 2022 income figure.** This also represented 87% of the ambitious fundraising target that we set ourselves. Income was boosted by increased funding from DFAT/ANCP as the Australian Government made a very welcome commitment to increase foreign development assistance.

Our long-term corporate partners, SHAPE and Tribeca Investment Partners, continued providing valuable unrestricted support. Fundraising Ambassador Carrington Blake drove the end-of-financial-year campaign with backing from the Macquarie Group Foundation employee-led giving scheme. We are also grateful for the renewed support from the Nadia & Alf Taylor Foundation.

Gifts in Kind remain at a low historical level as international travel remained low due to costly airfares for volunteers. SeeBeyondBorders has also been very selective in accepting volunteers as we strive to only provide ethical input where it is justified by need.

SeeBeyondBorders in Cambodia also generated a further income of **AUD \$439,493** from donations received from SeeBeyondBorders Ireland, SeeBeyondBorders UK, plus local income and gifts in kind. This represented an increase in global income of 27% on the 2022 income.

Contributions from SeeBeyondBorders Ireland to Cambodia saw a significant increase as the organisation there has continued to grow successfully. Such growth has been possible through increased recognition of SeeBeyondBorders work in Cambodia combined with best practice governance. We also hope to see a continued growth journey in the next financial year.

Contributions from SeeBeyondBorders UK fell compared to the previous financial year as they experienced very difficult fundraising challenges triggered in large by political uncertainty in the UK, and restructuring of Government funding to the charity sector. SeeBeyondBorders Australia represents **45% of all contributions** made to support our operations in Cambodia.

Program expenditure in Cambodia increased 21% to **AUD \$811,635** as we saw a full return to the classroom post pandemic. We increased support to our Educational Technology Project where increased funding allowed us to further our reach to support 52 teachers in total, SeeBeyondBorders Cambodia also invested in our Educational Changemaker program to double the intake for our next cohort. Both of these targeted impacts were supported by increased ANCP funding.

## Summary Financial Statements

Summary Financial Reports on the following pages have been prepared in accordance with the requirements set out in the ACFID Code of Conduct. ACFID require separate disclosure of Australian activities so results are published below for the legal entity (Cambodia and Australia) and the part entity (Australia).

For further information on the Code please refer to the ACFID Code of Conduct Implementation Guidance available at <http://www.acfid.asn.au>.

A full set of audited financial statements can be requested by emailing [info@seebeyondborders.org](mailto:info@seebeyondborders.org)

### SeeBeyondBorders Australia Income Statement for Year Ended 30 June 2023

		SBBA (Inc SBBC) 2023 \$	SBBA (Inc SBBC) 2022 \$	Australia 2023 \$	Australia 2022 \$
<b>REVENUE</b>					
<b>Donations and Gifts</b>	<i>Monetary</i>	864,317	641,938	442,875	316,761
	<i>Non-Monetary</i>	50,964	71,964	33,204	50,076
<b>Bequests and Legacies</b>		0	0	0	0
<b>Grants</b>	<i>Department of Foreign Affairs</i>	277,119	150,000	277,119	150,000
	<i>Other Australian Grants</i>	0	0	0	0
	<i>Other Overseas Grants</i>	0	0	0	0
<b>Commercial Activities Income</b>		0	0	0	0
<b>Program Fees</b>	<i>Program Fees</i>	8,183	0	8,183	0
<b>Investment Income</b>		3,223	360	2,933	77
<b>Other Income</b>	<i>Rental Income</i>	19,143	7,751	19,143	7,751
	<i>Miscellaneous Income</i>	0	0	0	0
<b>Revenue for International Political or Religious Adherence Promotion Programs</b>		0	0	0	0
<b>TOTAL REVENUE</b>		<b>1,222,949</b>	<b>872,013</b>	<b>783,456</b>	<b>524,664</b>
<b>INTERNATIONAL AID AND DEVELOPMENT PROGRAMS EXPENDITURE</b>					
<b>International programs</b>	<i>Funds to International Programs</i>	824,084	671,425	336,129	247,779
	<i>Program Support Costs</i>	-6,956	16,031	-6,956	16,031
	<i>Community Education</i>	699	2,010	0	0
<b>Fundraising costs</b>	<i>Public</i>	101,714	111,695	101,714	111,695
	<i>Government, Multilateral and Private</i>	49,038	50,646	49,038	50,646
<b>Accountability and Administration</b>		86,874	6,220	86,874	56,220
<b>Non Monetary Expenditure</b>	<i>Gifts in Kind</i>	50,964	71,964	33,204	50,076
	<i>Other</i>	0	0	0	0
<b>Commercial Activities</b>		0	0	0	0
<b>Program Trips</b>		0	0	0	0
<b>Other</b>		-12,577	-32,329	-12,577	-32,329
<b>TOTAL EXPENDITURE</b>		<b>1,093,838</b>	<b>947,662</b>	<b>617,424</b>	<b>500,119</b>
<b>EXCESS/(SHORTFALL) OF REVENUE OVER EXPENDITURE</b>		<b>129,110</b>	<b>-75,649</b>	<b>166,032</b>	<b>24,546</b>



SeeBeyondBorders Australia  
Balance Sheet as of 30 June 2023

		SBBA (Inc SBBC) 2023	SBBA (Inc SBBC) 2022	Australia 2023	Australia 2022
		\$	\$	\$	\$
ASSETS	<b>CURRENT ASSETS</b>				
	Cash and cash equivalents	952,308	846,846	893,894	798,981
	Trade and other receivables	28,641	212,503	28,641	82,668
	Other financial assets	16,700	16,150	12,118	14,905
	<b>TOTAL CURRENT ASSETS</b>	<b>997,649</b>	<b>1,075,499</b>	<b>934,652</b>	<b>896,555</b>
	<b>NON CURRENT ASSETS</b>				
	Property, plant and equipment	17,976	16,597	763	1,150
	Intangibles	-	-	-	-
	Other non-current assets	4,595	4,427	-	-
	<b>TOTAL NON CURRENT ASSETS</b>	<b>22,571</b>	<b>21,024</b>	<b>763</b>	<b>1,150</b>
<b>TOTAL ASSETS</b>		<b>1,020,220</b>	<b>1,096,523</b>	<b>935,415</b>	<b>897,705</b>
LIABILITIES	<b>CURRENT LIABILITIES</b>				
	Trade and other payables	14,946	71,562	9,174	33,529
	Contract liabilities	19,678	133,078	-	68,375
	Employee Benefits	9,419	45,922	8,993	45,690
	Lease Liability	-	-	-	-
	<b>TOTAL CURRENT LIABILITIES</b>	<b>44,042</b>	<b>250,562</b>	<b>18,166</b>	<b>147,595</b>
	<b>NON CURRENT LIABILITIES</b>				
	Borrowings	-	-	-	-
	Provisions	2,067	960	2,067	960
	<b>TOTAL NON CURRENT LIABILITIES</b>	<b>2,067</b>	<b>960</b>	<b>2,067</b>	<b>960</b>
<b>TOTAL LIABILITIES</b>		<b>46,109</b>	<b>251,522</b>	<b>20,233</b>	<b>148,555</b>
<b>NET ASSETS</b>		<b>974,111</b>	<b>845,001</b>	<b>915,182</b>	<b>749,150</b>
EQUITY	<b>EQUITY</b>				
	General reserves	-	-	-	-
	Restricted Reserves	-	-	-	-
	Retained Earnings	974,111	845,001	915,182	749,150
	<b>TOTAL EQUITY</b>	<b>974,111</b>	<b>845,001</b>	<b>915,182</b>	<b>749,150</b>

SeeBeyondBorders Australia  
Statement of Changes in Equity Year Ended 30 June 2023

	Retained Earnings	Reserves	Other	Total
	\$	\$	\$	\$
<b>Balance at 1 July 2022</b>	<b>845,001</b>	-	-	<b>845,001</b>
Surplus of revenue over expenses	129,110	-	-	129,110
Other amounts transferred to/from reserves	-	-	-	-
<b>Balance at 30 June 2023</b>	<b>974,111</b>	-	-	<b>974,111</b>
<b>Balance at 1 July 2021</b>	<b>920,650</b>	-	-	<b>920,650</b>
Shortfall of revenue over expenses	-75,649	-	-	-75,649
Other amounts transferred to/from reserves	-	-	-	-
<b>Balance at 30 June 2022</b>	<b>845,001</b>	-	-	<b>845,001</b>

### Gala Feast and Fundraising Efforts

Among many new and innovative fundraising efforts this year, SeeBeyondBorders hosted a Cambodian Gala Feast in Melbourne in honour of World Teachers' Day. Hosted by Angkor Restaurant, the event included a heartfelt speech from visiting SeeBeyondBorders' International CEO, Colm Byrne. The evening was a success thanks to our event supporters, auction prizes, delicious feast and the many wonderful people we were able to connect with in Melbourne. In addition to the Gala Feast event and SHAPE Soccer Day, we hosted corporate events in Sydney, and saw many of our supporters fundraise for us throughout the year, including Carrington and Caleb from Macquarie Group, Dave from Refinitiv and the team at Cover Genius - participating in challenging fitness events to raise vital funds for our programs. We are appreciative of everyone's efforts in fundraising this year.





REPORT OF THE INDEPENDENT AUDITOR ON THE SUMMARY FINANCIAL STATEMENTS  
TO THE MEMBERS OF SEEBEYONDBORDERS AUSTRALIA

Opinion

In our opinion, the accompanying Australian Council for International Development (ACFID) Code of Conduct summary financial report which comprises the balance sheet as at 30 June 2023, the income statement and statement of changes in equity for the year then ended, derived from the audited financial report of SeeBeyondBorders Australia (the "Registered Entity") for the year ended 30 June 2023 is, in all material respects, complied with the requirements of ACFID Code of Conduct for disclosure of the summary financial report.


The summary financial statements do not contain all the disclosures required by Australian Accounting Standards and the *Australian Charities and Not-for-profits Commission Act 2012* for the financial report. Reading the summary financial statements, therefore, is not a substitute for reading the audited financial report of SeeBeyondBorders Australia.

Directors' responsibility for the financial report

The directors are responsible for the preparation of a summary of the audited financial report in accordance with the Australia Council for International Development (ACFID) Code of Conduct.

Auditor's responsibility

Our responsibility is to express an opinion on the summary financial statements derived from the audited financial report of SeeBeyondBorders Australia based on our procedures, which were conducted in accordance with Auditing Standard ASA 810 *Engagements to Report on Summary Financial Statements*.

LDAssurance  
Chartered Accountants  
  
Stephen O'Kane  
Partner

Dated: 17 November 2023

# ENVIRONMENTAL IMPACT

The past financial year saw a return to what we see as a more standard climate footprint for the organisation. Our impact on the environment in the previous two years was significantly reduced as a result of the pandemic. Travel was substantially restricted in 2021-2022 but we have seen a rebound in 2022-2023. This was particularly notable in air travel for international staff.

In 2022-2023 Air Travel was our greatest impact, however showing a 17% reduction in impact from the previous year. Road Travel and paper usage show increases from last year which reflects the reopening of schools and the ability of our programs to visit schools once again. Electricity and water also increased reflecting our return to the office, and less working from home seen during the pandemic.

Overall 2023 is expected to be the datum from which the organisation will measure itself in the post pandemic world. Climate action remains close to our hearts and the organisational focus on minimising impacts remains strong.

EMISSION SOURCE	2023 Jan-June (kgCO2e)	2022 July-Dec (kgCO2e)	2022 Jan-June (kgCO2e)	2021 July-Dec (kgCO2e)
Air Travel	5,285	8,457	13,625	2,955
Road Travel	4,485	5,745	6,025	694
Electricity	1,478	1,326	920	519
Water	69	49	48	31
Paper Supplies	128	70	58	37
Copy/Printing	175	397	397	15
TOTAL kgCO2e IMPACT	11,620	16,044	21,074	4,251







# LOOKING AHEAD

Working at a grassroots level in Cambodia for 14 years, we know supporting teachers in their workplace brings tangible change for the children they teach. Learning outcomes for children can be transformed. We will continue to support teachers in Ek Phnom so children can reach Minimum Proficiency Learning Levels while beginning a new program in rural Siem Reap. Over the next 12 months key priorities will include:

1

Beginning a new **Transform Education Program** in new districts of rural north-west Siem Reap. This program is being designed to inspire and empower 120 teachers and school leaders in 20 schools to pursue continuous improvement in teaching and learning across primary education. This innovation will enable the creation of two dynamic Communities of Practice (CoPs) Centres as collaborative hubs for the professional learning, reflection and skills development that can drive the transformation of Cambodian education. Over 3,000 children will directly benefit.

2

Embedding our **Localisation and Locally Led Development** in our work. Throughout the next period we will move further towards localisation and the formation of a local NGO registered with the Ministry of Interior.

3

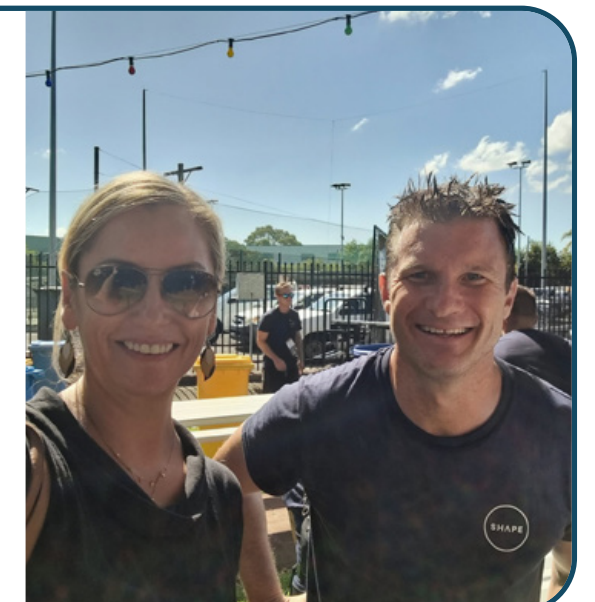
Updating our **Strategic Plan** as part of the midterm review to better align with contextual changes in Cambodia and in education specifically.

4

Completing a review of our **Literacy Project** as it draws to an end in Ek Phnom so we can utilise learnings for our own work and share with other stakeholders.

## SHAPE Support and Soccer Day

In March 2023, SHAPE outdid themselves by organising an incredible soccer day event, bringing their team and subcontractors together to raise funds for Mates in Construction and SeeBeyondBorders. The day was a resounding success, with a spirited soccer tournament, a delicious lunch, entertainment, games and a charity auction. **The day resulted in a significant fundraising achievement with \$100K going to SeeBeyondBorders' education programs.** We extend our heartfelt thanks to the SHAPE team for their unwavering and invaluable support over the past nine years. Their commitment and generosity are truly inspiring.





# OUR PEOPLE

## Senior Leadership Team, Cambodia



### Pheung Pov

*Managing Director*

With over 15 years in Education, Pov joined SeeBeyondBorders in 2013. He became Country Manager in 2017 and recently was appointed as Managing Director.



### Colm Byrne

*CEO International Operations*

Colm has been in Cambodia for over nine years and is a qualified teacher. Since July 2022 Colm has led SeeBeyondBorders Cambodia as CEO International Operations.



### Lok Taing Im

*General Manager Shared Services*

As General Manager Shared Services, Taing Im oversees Human Resources, Engagement, IT and Compliance and Child Protection at SeeBeyondBorders.



### Blung Phath

*General Manager Programs*

Joining SeeBeyondBorders in 2013, Phath is now General Manager of Programs. Prior to this, he has been Country Manager and Operations Manager.

## Staff and Volunteer Team in Australia



### Sally Miles

*Chief Executive*

Sally leads the Australian team. She has a Master of Social Change and Development, and a background in fundraising, communications and strategic partnerships for NGOs.



### Jacki MacAvenna

*Financial Controller and Company Secretary*

Jacki leads the company We Are Lumen and brings a wealth of expertise in operational and commercial finance.



### Zoe Scamps

*Fundraising Manager*

Joining SeeBeyondBorders in early 2019, Zoe brings event management, media and partnerships experience to her role as Fundraising Manager in Australia.



### Alan Smith

*Corporate Partnerships*

Alan joined the organisation in 2012 with a background in marketing, he works closely with our Corporate Partners and their engagement with SeeBeyondBorders.



### Fiona Yates

*Finance Volunteer*

We are incredibly grateful to our long-standing finance volunteer Fiona who provides unwavering support across many areas of our organisational requirements.

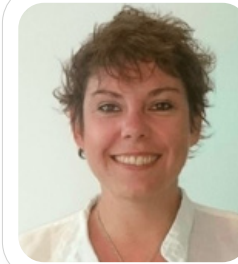


### Mary O'Gorman

*Finance Volunteer*

As our long-standing finance volunteer Mary provides invaluable support and is an important member of our Sydney team.

## Board of Directors



### Penny Everitt - Chair

A former Country Manager with SeeBeyondBorders, Penny now lives and works in Australia and chairs the Australian Board.



### John Friend-Pereira

John worked as an Education Specialist with UNICEF Cambodia and was a policy advisor to the Cambodian Independent Teachers' Association.



### Priscilla Chang

Priscilla is a primary school teacher with more than 25 years of experience. She has been to Cambodia several times to see the impact of our work.



### Lou Foodey

Lou is a UK qualified chartered accountant who has been involved with SeeBeyondBorders since 2014 and has served as CFO of SeeBeyondBorders.



### Owain Hughes

Owain is a chartered accountant in both the UK and Australia. He has spent the last 15 years working in the non-profit sector in the UK, South-East Asia and Africa.



### Rosemary Hotten

Rosemary has more than 20 years' senior experience in strategy, human-centred design and research across not-for-profit, public and commercial sectors.

## THANK YOU TO ALL OUR SUPPORTERS AND VOLUNTEERS

### Thank you to our many volunteers, including:

**Fundraising Committee:** Paul Henderson, Chris Bayley, Andy Wade, Priscilla Chang, Gordon Connochie.  
**Project-based Volunteers:** Ali Krzyston, Pow Chin, Vanesia To.

### Donors:

Andrew Yates  
Australian Philanthropic Association  
B2Six  
Cambodian Association of Victoria  
Carrington Blake  
Chris and Lee Bayley  
Ciaran Brady  
Cover Genius  
David Armstrong  
David Foodey  
David Newton  
Deborah Wade-Marshall  
Gemma Jane Cooper  
Google Apps  
HWL Ebsworth  
Julian Sexton  
Kristen Edmond

Macquarie Foundation  
Mark Ridgeway  
Nadia and Alf Taylor Foundation  
New Leaf Eatery  
Paul Henderson  
Perpetual's IMPACT Philanthropy Program  
Robin and Robert Craig Charitable Fund  
Rotary Club of Box Hill Burwood  
Salesforce  
SeeBeyondBorders Ireland and supporters  
SeeBeyondBorders UK and supporters  
Shane Wilkinson  
SHAPE  
Stewart Investors on behalf of the Tar-Ra Fund  
Tribeca Investment Partners  
Wade Family



# CONTACT US

If you are interested in discovering more about the work of SeeBeyondBorders, visit our website via the URL below and follow our Social Media Channels. For more specific information or if you have any feedback or questions, please contact us using the email address below.



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## Connecting Australia and Cambodia

In January this year, we were delighted to have four visitors join us as part of the ‘Connect Program’. Over the two weeks, these visitors- all of whom are experienced educators, visited schools to mentor our staff and changemakers, focusing on both Literacy and Educational Technology. As well as mentoring and support in classrooms, they also conducted workshops introducing staff to new techniques and ideas that can be applied in classrooms in the future. This proved to be an extremely beneficial visit for all involved, and something we hope to do again in coming years.





